

McCarthy, Kevin

From: Delaney, Laura on behalf of Zappala, Stephen
Sent: Tuesday, December 12, 2017 10:03 AM
To: Gettings, Lynn; Spangler, Rebecca; Fitzsimmons, Dan
Subject: FW: Spring Prosecutors Course: Register Today!

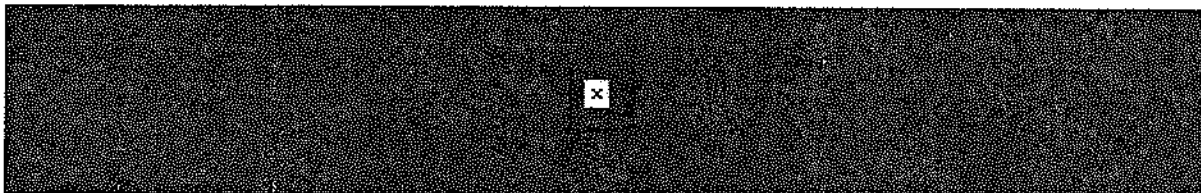
FYI

Laurie Delaney
Assistant to District Attorney Zappala
Phone: 412 350-4198
Fax: 412 350-3311

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From: Tamara Heagy [mailto:pdaa@ciclt.net]
Sent: Tuesday, December 12, 2017 10:02 AM
To: Zappala, Stephen <SZappala@allegHENYcountyda.us>
Subject: Spring Prosecutors Course: Register Today!



Course Information

This year's Spring Prosecutors Course takes place March 6-7, 2018 in Pittsburgh, PA. The topics will be a repeat from the Mid Winter Meeting and features *Searchin' & Seizin'*, a presentation created by the same team that produced the highly successful *ETHICS: The Movie* trilogy.

[Click here for more information on the course or to register online.](#)

Credit card payments accepted for online registration!



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300 W Station Square Dr.
Pittsburgh, PA 15219
800-325-3535
[Website](#)

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Pennsylvania District Attorneys Institute
2929 North Front Street
Harrisburg, PA 17110
www.pdaa.org



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McCarthy, Kevin

From: Delaney, Laura on behalf of Zappala, Stephen
Sent: Thursday, December 14, 2017 9:38 AM
To: Spangler, Rebecca; Necessary, Jan; Sullivan, Michael; Wabby, Ron
Subject: FW: Megan's Law Legislation Update

The Boss asked that I forward this...

He asks "All, does this solve the problem the legislation created?" FYI...the bill is over 100 pages in length.

Laurie Delaney
Assistant to District Attorney Zappala
Phone: 412 350-4198
Fax: 412 350-3311

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From: Greg Rowe [mailto:Greg.Rowe@Phila.gov]
Sent: Wednesday, December 13, 2017 9:04 AM
To: John Adams <jadams@countyofberks.com>; Edward M. Marsico <emarsico@dauphinc.org>; Eric Linhardt <elinhardt@lyco.org>; Richard Goldinger <rgolding@co.butler.pa.us>; David J. Arnold <darnold@lebcnty.org>; Michael Piecuch <mpiecuch@snydercounty.org>; Craig Stedman <stedmanc@co.lancaster.pa.us>; Thomas Hogan <thogan@chesco.org>; Raymond Tonkin <daooffice@pikepa.org>; Kelly Callihan <kcallihan@co.cambria.pa.us>; Eugene Vittone <vittoneg@co.washington.pa.us>; Zappala, Stephen <SZappala@alleghenycountyda.us>; D. Peter Johnson <pjohnson@unionco.org>; Patrick Dougherty <pdougherty@countyofindiana.org>; Lisa Lazzari-Straiser <lisa@co.somerset.pa.us>; Kevin Steele <KSTEELE@montcopa.org>; Brian Sinnett <bsinnett@adamscounty.us>; Stephanie Salavantis <s.salavantis@luzernecounty.org>
Cc: Fitzsimmons, Dan <DFitzsimmons@alleghenycountyda.us>; Richard Long <RLong@pdaa.org>
Subject: Megan's Law Legislation Update

EC and Board:

The fix to the Muniz decision (and by implication the Butler decision) passed the House just a few minutes ago unanimously. It will go to the Senate when the Senate returns in January.

As we discussed at the last EC/Board meeting, the bill would apply the prior Megan's Law III (the version enacted in 2004 and that was amended through 2011 before Adam Walsh went into law) retroactively to those convicted of sex crimes before 2012 when Adam Walsh took effect. Because Megan's Law was less onerous, we believe a good argument can be made that it is civil and not punitive and therefore can be applied retroactively. It also reduces the number of times offenders have to do in-person registrations after 3 years of complying with the registration requirements and permits sex offenders to petition to come off the registry after they have been on for 25 years. This would apply to sexually violent predators (thus responding to the Butler decision) and to other sex offenders.

Link to the bill is below. No doubt there are things that the small group that I worked with in the Legislature and PSP missed, so we will be reviewing the text carefully over the coming weeks.

Let me know please if you have any questions/concerns, etc.

<http://www.legis.state.pa.us/CFDOCS/Legis/PN/Public/btCheck.cfm?txtType=PDF&sessYr=2017&sessInd=0&billBody=H&billTyp=B&billNbr=1952&pn=2820>

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McCarthy, Kevin

From: Delaney, Laura on behalf of Zappala, Stephen
Sent: Tuesday, December 12, 2017 10:03 AM
To: 'Tamara Heagy'
Subject: RE: 2018 Handbook Sheets Past Due

Sorry Tamara...no changes necessary for Allegheny County. Thanks!! (I couldn't get the form to place and "X" in the box)

Laurie Delaney
Assistant to District Attorney Zappala
Phone: 412 350-4198
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From: Tamara Heagy [mailto:pdad@pdad.org]
Sent: Tuesday, December 12, 2017 9:43 AM
To: Brian Sinnett <bsinnett@adamscounty.us>; Zappala, Stephen <SZappala@alleghenycountyda.us>; David Lozier <districtattorney@beavercountypa.gov>; William J. Higgins Jr. <bhiggins@bedfordcountypa.org>; Kelly Callihan <kcallihan@co.cambria.pa.us>; Mark T. Aaron (E-mail) <clarionda@co.clarion.pa.us>; William A. Shaw Jr. (dashaw@clearfieldda.org) <dashaw@clearfieldda.org>; Richard Bower (rbower@fayettepa.org) <rbower@fayettepa.org>; Barbara Litten <blitten@co.forest.pa.us>; Travis L. Kendall (districtattorney@co.fulton.pa.us) <districtattorney@co.fulton.pa.us>; Marge Fox <mafox@co.greene.pa.us>; David G. Smith <dgsmith@huntingdoncounty.net>; Craig Stedman <stedmanc@co.lancaster.pa.us>; Stephanie Vettenburg-Shaffer <svshaffer@mckeancountypa.org>; Miles Karson <mkarson@mcc.co.mercer.pa.us>; Christopher Torquato <ctorquato@co.mifflin.pa.us>; E. David Christine Jr. <dchristine@monroecountypa.gov>; Kevin Steele <ksteele@montcopa.org>; John M. Morganelli <jmorganelli@northamptoncounty.org>; Anthony Matulewicz <tony.matulewicz@norrycopa.net>; Raymond J. Tonkin (daoffice@pikepa.org) <daoffice@pikepa.org>; Lisa Lazzari-Strasiser <lisa@co.somerset.pa.us>; Robert Klein <rklein@susqco.com>; Krista L. Deats <kdeats@tiogacountypa.us>; John W. Peck (E-mail) <jpeck@co.westmoreland.pa.us>
Subject: 2018 Handbook Sheets Past Due
Importance: High

Good morning,

I have yet to receive your information sheet for the 2018 handbook. Attached is a .pdf with the proofs for each county. You or one of your staff will need to find your page (the counties are listed in alphabetical order) and print it out. Take some time to go over the proof of your section of the handbook. If there are no changes, please check the box "No Changes Necessary." If there are changes, please fill them out in the spaces provided. Once you are finished you can fax, mail, or email me your changes or approvals. I need to have all of your responses as soon as possible so I can make any necessary changes and start the proof reading process. If you have any questions, please don't hesitate to call me.

Sincerely,

Tamara L. Heagy

Training & Membership Services Coordinator
Pennsylvania District Attorneys Association/Institute
2929 North Front Street
Harrisburg, PA 17110
717-238-5416
717-231-3912 (Fax)
www.pdaa.org

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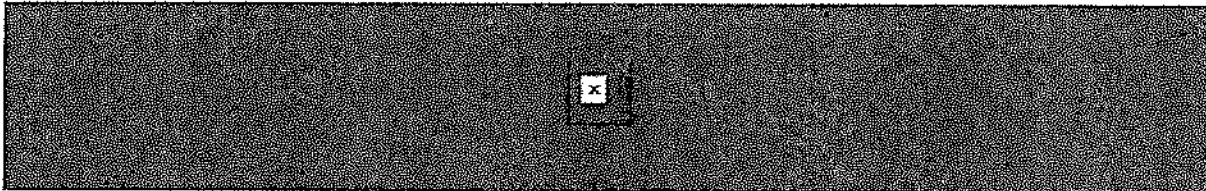
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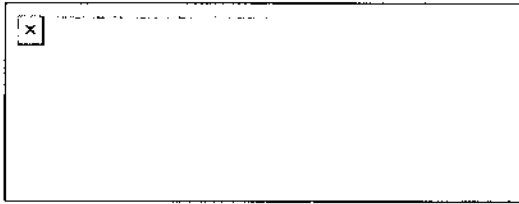


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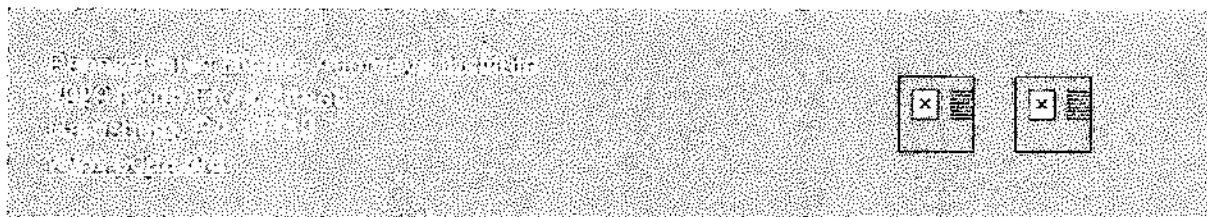
[Click here for more information on the course or to register online.](#)

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Sheraton Station Square
300 W Station Square Dr.
Pittsburgh, PA 15219
800-325-3535
[Website](#)

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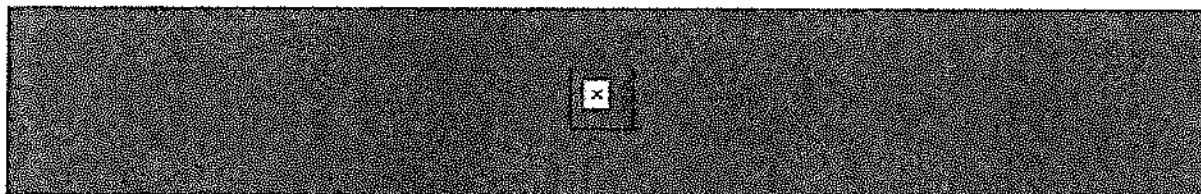
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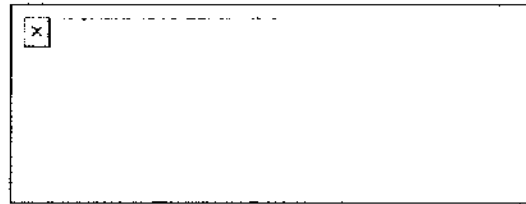


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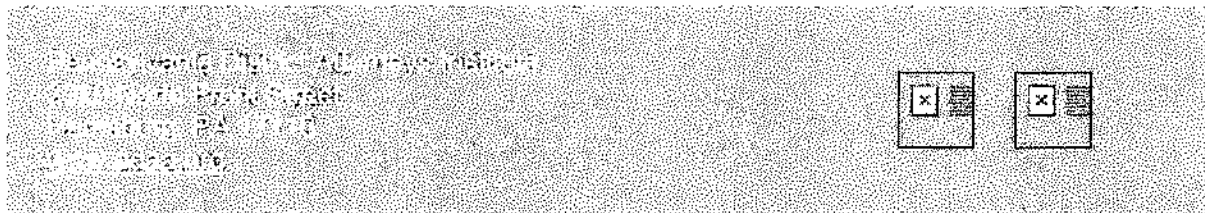
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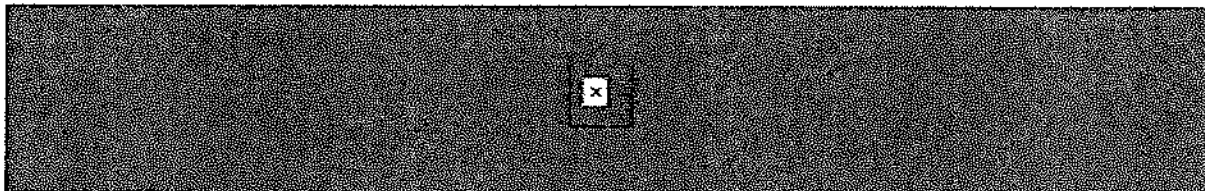
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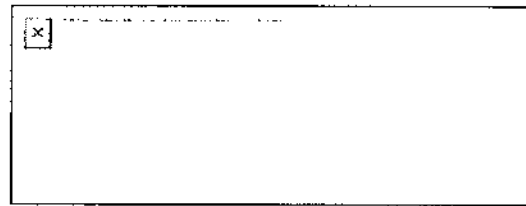


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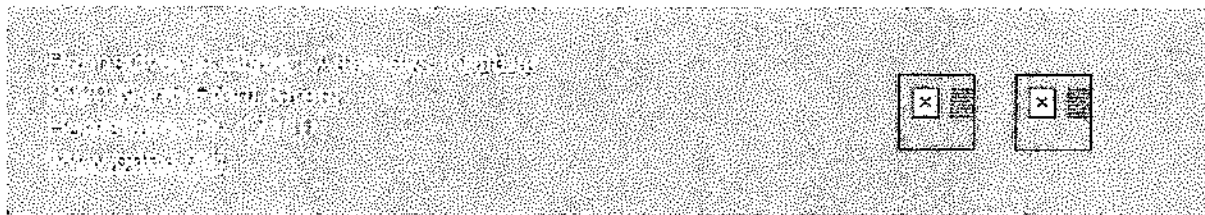
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McCarthy, Kevin

From: Delaney, Laura on behalf of Zappala, Stephen
Sent: Wednesday, December 13, 2017 2:26 PM
To: Javorsky, Melissa
Subject: FW: AUTHORIZED SIGNATURE CARD
Attachments: AUTHORIZED SIGNATURE CARD WITH NAMES.docx

Laurie Delaney
Assistant to District Attorney Zappala
Phone: 412 350-4198
Fax: 412 350-3311

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From: O'Donnell, Mary Ann [mailto:MaryAnn.O'Donnell@AlleghenyCounty.US]
Sent: Wednesday, December 13, 2017 1:48 PM
To: Poulos, Michele <MPoulos@alleghenycourts.us>; Mullen, William P. Sheriff <WMullen@alleghenycourts.us>; Wagner, Chelsa <Chelsa.Wagner@AlleghenyCounty.US>; Zappala, Stephen <SZappala@alleghenycountyda.us>; Szymanski, Walter W. <Walter.Szymanski@AlleghenyCounty.US>; Fischer, Kevin J. <Kevin.Fischer@AlleghenyCounty.US>; Varhola, Kenneth <Kenneth.Varhola@AlleghenyCounty.US>
Cc: Manski, Jeanne <Jeanne.Manski@AlleghenyCounty.US>
Subject: FW: AUTHORIZED SIGNATURE CARD

We are now going to accept signatures electronically. Please fill out the form and send it back to me. I need this by January 1, 2018. I will then forward to the proper people. Thank you so much!

Mary Ann O'Donnell
436 Grant Street, RM 211, County Courthouse
Pittsburgh, PA 15219
County Controller's Office
Assistant Manager of Operations
412-350-5139
Fax 412-350-4770
MaryAnn.O'Donnell@AlleghenyCounty.US

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McCarthy, Kevin

From: Delaney, Laura on behalf of Zappala, Stephen
Sent: Wednesday, December 20, 2017 1:58 PM
To: 'Wan Wes'
Subject: RE: Shoes for Imani Christian Academy Boys Basketball Team

Mr. Westley,

Yes, Mr. Zappala is still interested in helping out the team!! Could you please draft a brief letter (an email is fine also) kind of explaining how the program helps the kids and keeps them away from drugs/crime, etc. We would also need a dollar amount for the grant. Once received, I will start the paperwork process.

If you need anything else, let me know!

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From: Wan Wes [mailto:wanwes412@gmail.com]
Sent: Wednesday, December 20, 2017 11:36 AM
To: Zappala, Stephen <SZappala@alleghenycountyda.us>
Cc: WAN WES <wanwes412@gmail.com>
Subject: Shoes for Imani Christian Academy Boys Basketball Team

Good afternoon,

I am reaching out to you to see if you were still interested in getting our Boys basketball team some team shoes? You passed your card to my Assistant coach at the Plum tournament and this is a follow-up from the call I put in to your office last week. We surely could use this generous offer to help us look and feel like a team. Either way, If you could get back to me I would appreciate it. My number is 412-583-0376, Head Coach of Imani Boys Varsity Basketball Team and also our Boys Middle school program.

Coach Wan

--

WAN WES

McCarthy, Kevin

From: Delaney, Laura on behalf of Zappala, Stephen
Sent: Thursday, December 21, 2017 9:28 AM
To: Hudson, Jackie; Javorsky, Melissa
Subject: FW: Mileage Reimbursement for 2018

FYI...

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From: Buzzard, Gina [mailto:Gina.Buzzard@AlleghenyCounty.US]
Sent: Wednesday, December 20, 2017 2:58 PM
To: Baechle, Andrew <Andrew.Baechle@AlleghenyCounty.US>; Biondo, Dennis R <Dennis.Biondo@AlleghenyCounty.US>; Brown, Matthew <Matthew.Brown@AlleghenyCounty.US>; Byrd-Smith, Ruth <Ruth.Byrd-Smith@AlleghenyCounty.US>; Cherna, Marc <Marc.Cherna@AlleghenyCounty.US>; Gordon, Richard M. <Richard.Gordon@AlleghenyCounty.US>; Hacker, Karen <Karen.Hacker@AlleghenyCounty.US>; Harper, Orlando L. <Orlando.Harper@AlleghenyCounty.US>; Howsie, Elliot C. <Elliot.Howsie@AlleghenyCounty.US>; Hurley, Robert D. <Robert.Hurley@AlleghenyCounty.US>; McDonough, Coleman <Coleman.McDonough@AlleghenyCounty.US>; McGeever, Michael J <Michael.McGeever@AlleghenyCounty.US>; Reardon, James <James.Reardon@AlleghenyCounty.US>; Shanley, Stephen <Stephen.Shanley@AlleghenyCounty.US>; Soroka, Mary C. <Mary.Soroka@AlleghenyCounty.US>; Szefi, Andrew F. <Andrew.Szefi@AlleghenyCounty.US>; Tyskiewicz, Jerry <Jerry.Tyskiewicz@AlleghenyCounty.US>; Williams, Karl E. <Karl.Williams@AlleghenyCounty.US>; Zaspel, Laura <Laura.Zaspel@AlleghenyCounty.US>; Edmonds, Lisa L. <Lisa.Edmonds@AlleghenyCounty.US>; Exler, Jack <Jack.Exler@AlleghenyCounty.US>; Frazier, Rebecca A <Rebecca.Frazier@AlleghenyCounty.US>; Graham, William E. <William.Graham@AlleghenyCounty.US>; Homer, Max <Max.Homer@AlleghenyCounty.US>; Hopson, Clarence <Clarence.Hopson@AlleghenyCounty.US>; Janocsko, George <George.Janocsko@AlleghenyCounty.US>; Jenkins, Turahn <Turahn.Jenkins@AlleghenyCounty.US>; Reese-McGhee, Lillian <Lillian.Reese-McGhee@AlleghenyCounty.US>; Thomas, Gary J <Gary.Thomas@AlleghenyCounty.US>; Wiles, Damian K. <Damian.Wiles@AlleghenyCounty.US>; Zetwo, David <David.Zetwo@AlleghenyCounty.US>; Kelly, Linda <LKelly@alleghenycourts.us>; Mullen, William P. Sheriff <WMullen@alleghenycourts.us>; Zappala, Stephen <SZappala@alleghenycountyda.us>; Wagner, Chelsa <Chelsa.Wagner@AlleghenyCounty.US>; Weinstein, John <John.Weinstein@AlleghenyCounty.US>
Cc: Liptak, Jennifer M <Jennifer.Liptak@AlleghenyCounty.US>; McKain, William D. <William.McKain@AlleghenyCounty.US>; # Budget & Finance <Budget@AlleghenyCounty.US>; Allen, Ellen <Ellen.Allen@AlleghenyCounty.US>; Bankes, Brook A. <Brook.Bankes@AlleghenyCounty.US>; Barker, Jared <Jared.Barker@AlleghenyCounty.US>; Beachley, Teresa <Teresa.Beachley@AlleghenyCounty.US>; Bitner, Kristen <kbitner@alleghenycourts.us>; Brandon, Geoffrey A <Geoffrey.Brandon@AlleghenyCounty.US>; Burdelsky, Michael <Michael.Burdelsky@AlleghenyCounty.US>; Cafaro, David <David.Cafaro@AlleghenyCounty.US>; Caponi, Alan <Alan.Caponi@AlleghenyCounty.US>; Carlino, Russell <rcarlino@alleghenycourts.us>; Clair, Joanne M. <Joanne.Clair@AlleghenyCounty.US>; Cox, Timothy L. <Timothy.Cox@AlleghenyCounty.US>; Cuttler, Jeffrey

<Jeffrey.Cuttler@AlleghenyCounty.US>; Dagger, Sharon <Sharon.Dagger@AlleghenyCounty.US>; Deluca, Lauren J. <Lauren.Deluca@AlleghenyCounty.US>; Dietz, Sonya <Sonya.Dietz@AlleghenyCounty.US>; Dillon, Michael J. <Michael.Dillon@AlleghenyCounty.US>; DiNardo, Nancy <Nancy.DiNardo@AlleghenyCounty.US>; Ditzenberger, Jason B. <Jason.Ditzenberger@AlleghenyCounty.US>; Divecchio, Marianne <mdivecchio@alleghenycourts.us>; Duch, John <John.Duch@AlleghenyCounty.US>; Evancho, Dan <Dan.Evancho@AlleghenyCounty.US>; Evrard, David <David.Evrard@alleghenycourts.us>; Foerster, Joanne <Joanne.Foerster@AlleghenyCounty.US>; Gavlik, Joseph W. <Joseph.Gavlik@AlleghenyCounty.US>; Hill, Amy <Amy.Hill@alleghenycourts.us>; Hilson, Jill <Jill.Hilson@AlleghenyCounty.US>; Huston, Robert <Robert.Huston@AlleghenyCounty.US>; Javorsky, Melissa <MJavorsky@alleghenycountyda.us>; Jevsevar, Judith <Judith.Jevsevar@AlleghenyCounty.US>; Joyce, Kim <Kim.Joyce@AlleghenyCounty.US>; Horner, Keith J. <Keith.Horner@AlleghenyCounty.US>; Kisner, Karen D. <Karen.Kisner@AlleghenyCounty.US>; Kwisnek, Kristy L. <Kristy.Kwisnek@AlleghenyCounty.US>; Lane, Carlarose <Carlarose.Lane@AlleghenyCounty.US>; Lentz, Adam R <Adam.Lentz@AlleghenyCounty.US>; Lentz, Robert <Robert.Lentz@AlleghenyCounty.US>; Levi, Susan <Susan.Levi@AlleghenyCounty.US>; Malone, Michael <Michael.Malone@AlleghenyCounty.US>; Marsh, James A. <James.Marsh@AlleghenyCounty.US>; Maxwell, Gary <Gary.Maxwell@AlleghenyCounty.US>; McGill, Karla <Karla.McGill@AlleghenyCounty.US>; McGrath, Tom <Tom.McGrath@AlleghenyCounty.US>; McGregor, Ed <Ed.McGregor@AlleghenyCounty.US>; McNally, Joan <Joan.McNally@AlleghenyCounty.us>; Millner, Mike <Mike.Millner@AlleghenyCounty.US>; Molnar, Patricia <Patricia.Molnar@AlleghenyCounty.US>; Morgan, Sarah <Sarah.Morgan@AlleghenyCounty.US>; O'Malley, Eileen L. <Eileen.O'Malley@AlleghenyCounty.US>; Parees, Barbara M. <Barbara.Parees@AlleghenyCounty.US>; Pastor, Lynda M. <Lynda.Pastor@AlleghenyCounty.US>; Pellegrini, Heather <Heather.Pellegrini@AlleghenyCounty.US>; Perez, Stacie <Stacie.Perez@AlleghenyCounty.US>; Pilarski, Stephen E. <Steve.Pilarski@AlleghenyCounty.US>; Polinak, David <David.Polinak@AlleghenyCounty.US>; Popescu, Constanta <Constanta.Popescu@AlleghenyCounty.US>; Poulos, Michele <MPoulos@alleghenycourts.us>; Reith, Robert J <Robert.Reith@AlleghenyCounty.US>; Rhoads, Karly <Karly.Rhoads@AlleghenyCounty.US>; Rodgers, Janice <Janice.Rodgers@AlleghenyCounty.US>; Roka, Sarah <Sarah.Roka@AlleghenyCounty.US>; Scripp, Jackie <Jackie.Hill@alleghenycourts.us>; Shaffer, Jody <Jody.Shaffer@AlleghenyCounty.US>; Shankle, Ronald <Ronald.Shankle@AlleghenyCounty.US>; Siford, David J. <David.Siford@AlleghenyCounty.US>; Stoltz, Cynthia <Cynthia.Stoltz@alleghenycourts.us>; Sugar, Ronald <Ronald.Sugar@AlleghenyCounty.US>; Levi, Susan <slevi@donnelly-boland.com>; Swedish, Melissa <Melissa.Swedish@AlleghenyCounty.US>; Tinkey, Mandy L. <Mandy.Tinkey@AlleghenyCounty.US>; Virgin, Rachel RV <Rachel.Virgin@AlleghenyCounty.US>; Warden, Susanne <Susanne.Warden@AlleghenyCounty.US>; Weigold, Sue <Sue.Weigold@AlleghenyCounty.US>; Weise, Amy B. <Amy.Weise@AlleghenyCounty.US>; Yanchak, Cynthia <Cynthia.Yanchak@AlleghenyCounty.US>

Subject: Mileage Reimbursement for 2018

The Internal Revenue Service has announced a change in the standard mileage rate for computing the deductible costs of operating an automobile for business purposes.

Please be advised that effective January 1, 2018, the standard mileage reimbursement rate will be 54.5 cents per mile (up from 53.5 for 2017); please see below.

Thank you for your attention to this matter.

2018 Standard Mileage Rates

IR-2017-204, Dec. 14, 2017

WASHINGTON — The Internal Revenue Service today issued the 2018 optional standard mileage rates used to calculate the deductible costs of operating an automobile for business, charitable, medical or moving purposes.

Beginning on Jan. 1, 2018, the standard mileage rates for the use of a car (also vans, pickups or panel trucks) will be:

- 54.5 cents for every mile of business travel driven, up 1 cent from the rate for 2017.

Mary C. Soroka

Director of Budget & Finance

436 Grant Street

Room 225 Courthouse

Pittsburgh, PA 15219

Phone: (412)350-7372

Fax: (412)350-3041

mary.soroka@allegHENYcounty.us

"Success requires follow up."



ALLEGHENY COUNTY

Gina Buzzard

Department of Budget and Finance

436 Grant Street, 225 Courthouse

Pittsburgh, PA 15219

Email: Gina.Buzzard@allegHENYcounty.US

Telephone: 412-350-5788

Fax: 412-350-3041

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McCarthy, Kevin

From: Delaney, Laura on behalf of Zappala, Stephen
Sent: Thursday, December 21, 2017 3:46 PM
To: 'Wan Wes'
Subject: RE: Shoes for Imani Christian Academy Boys Basketball Team

Perfect! I will start the process!

Laurie Delaney
Assistant to District Attorney Zappala
Phone: 412 350-4198
Fax: 412 350-3311

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From: Wan Wes [mailto:wanwes412@gmail.com]
Sent: Thursday, December 21, 2017 2:56 PM
To: Zappala, Stephen <SZappala@alleghenycountyda.us>; WAN WES <wanwes412@gmail.com>; 9848acyo95eka@hpeprint.com
Subject: Re: Shoes for Imani Christian Academy Boys Basketball Team

Good Afternoon,

I am attaching this letter for the Imani Boys Basketball Team Shoe donation, please let me know if this is ok. Thankyou!

Coach Anwan Wesley
Imani Christian Academy
412-583-0376

On Wed, Dec 20, 2017 at 1:58 PM, Zappala, Stephen <SZappala@alleghenycountyda.us> wrote:

Mr. Westley,

Yes, Mr. Zappala is still interested in helping out the team!! Could you please draft a brief letter (an email is fine also) kind of explaining how the program helps the kids and keeps them away from drugs/crime, etc. We would also need a dollar amount for the grant. Once received, I will start the paperwork process.

If you need anything else, let me know!

Laurie Delaney

Assistant to District Attorney Zappala

Phone: 412 350-4198

Fax: 412 350-3311

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From: Wan Wes [mailto:wanwes412@gmail.com]
Sent: Wednesday, December 20, 2017 11:36 AM
To: Zappala, Stephen <SZappala@alleghenycountyda.us>
Cc: WAN WES <wanwes412@gmail.com>
Subject: Shoes for Imani Christian Academy Boys Basketball Team

Good afternoon,

I am reaching out to you to see if you were still interested in getting our Boys basketball team some team shoes? You passed your card to my Assistant coach at the Plum tournament and this is a follow-up from the call I put in to your office last week. We surely could use this generous offer to help us look and feel like a team. Either way, If you could get back to me I would appreciate it. My number is 412-583-0376, Head Coach of Imani Boys Varsity Basketball Team and also our Boys Middle school program.

Coach Wan

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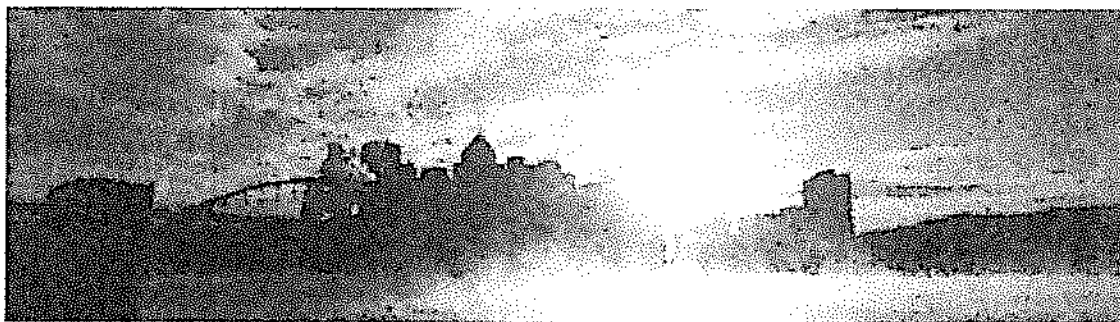
WAN WES

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WAN WES

McCarthy, Kevin

From: PGHTRIB <pghtrib@triblive.com>
Sent: Friday, December 08, 2017 4:02 AM
To: Zappala, Stephen
Subject: Good morning Pittsburgh! Start your day with PGHTRIB.

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MEDIA



Good Morning Pittsburgh!

PGHTRIB is your daily look at what's happening in Allegheny County and beyond. PGHTRIB covers the top news stories of the day along with special, exclusive stories about the people and places that make our city great.

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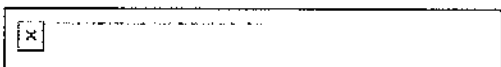
McCarthy, Kevin

From: HR Daily Advisor <HRDailyAdvisor@e.nl.blr-news.com>
Sent: Friday, December 08, 2017 8:10 AM
To: Zappala, Stephen
Subject: Is your organization facing hiring challenges?

If you are unable to see the message below, [click here to view](#).



Free Report: The Digital Future of Staffing: 5 Solutions to Improve Hiring and Retention



Meeting demand and filling gaps in talent is crucial to success. Yet it is increasingly difficult to fill these gaps in a timely manner.

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To address these challenges, organizations are investing in digital operations. Download our free whitepaper to learn about the top 5 solutions to improve hiring and retention!



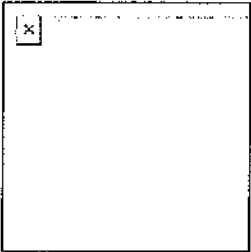
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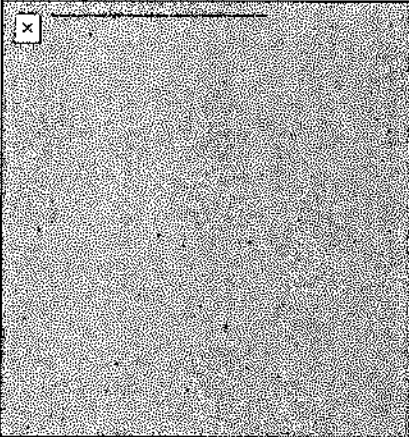
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From: Street Survival Seminar <linda@calibrepress.com>
Sent: Friday, December 08, 2017 8:41 AM
To: Zappala, Stephen
Subject: Atlantic City Street Survival Seminar



STREET SURVIVAL® 2018

LOCATION: Bally's Casino & Resort
1900 Pacific Avenue, Atlantic City, NJ 08401
DATE: February 21-22, 2018 8:00am - 5:00pm



"We found them!"
At 1752 hours on May 6th, 2013, Patrol Officer Anthony Espada, a 19-year veteran of the Cleveland Police Department, received a Code 1 call to 2207 Seymour Avenue. That call would lead to the dramatic rescue of three missing girls who were kidnapped 10 years earlier. As the first officer to reach the girls that day, Anthony will share the details of the event—as well as the emotional and physical effects it had on him.

The Street Survival® Seminar is the most contemporary and progressive officer/citizen safety seminar in the country! We incorporate the latest videos and address the most current issues important to today's law enforcement officers.

Our 2017 focus is to educate today's officer in the statistical realities of surviving the "24/7" aspect of a career in Law Enforcement. Instructors examine case law, scientific data regarding stress management, and human performance science as it relates to the use of force and dealing with stress while engaging the public as civilian peace officers. We examine the impact that video and the internet has on the relationship between the police and the public they serve.

COURSE TOPICS INCLUDE:

- Human Performance Science
- Stress Research & Reactions
- Understanding & Training for Stress
- Diversity & Bias
- Legal Parameters of Force
- Physical & Emotional Health

- Policing in a Video Age
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- Guardians of Democracy
- Communication Skills
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(630) 460-3247 or linda@calibrepress.com



This email was sent to stephen.zappala@da.allegheny.pa.us

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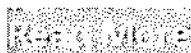


From: markp=chemicalslearning.com@msend3.co.uk on behalf of Complying with ISO 17025
<markp@chemicalslearning.com>
Sent: Friday, December 08, 2017 7:30 AM
To: Zappala, Stephen
Subject: Identify Common Mistakes and Shortcomings When Complying with ISO/IEC 17025-2005

Pitfalls and Challenges in Complying with ISO/IEC 17025-2005

Presented by: Dr. Daniel Davidson

Date: Tue, Dec 19, 2017 | Time: 1:00 pm ET | 12:00 pm CT | Length: 60 min



Identify Common Mistakes and Shortcomings When Complying with ISO/IEC 17025-2005

Compliance with ISO/IEC 17025-2005 provides a globally accepted basis for laboratory accreditation. You must understand whether the current operations of your laboratory meet the requirements of ISO/IEC 17025-2005 and identify those areas where you are non-compliant. In doing so, you may save money by reducing the potential cost of additional audits by third-party accreditation bodies, and retesting non-compliant services for customers.

Join this session with expert speaker Dr. Daniel Davidson who will show you how to improve your compliance with ISO/IEC 17025-2005. This session will facilitate laboratories and guide them in developing systems to achieve compliance in those areas where they do not meet the requirements of ISO/IEC 17025-2005. You will learn common mistakes laboratories make and how to correct them in preparation for overall compliance.

By attending this session, you will learn how to evaluate your testing lab for common areas of non-compliance with ISO/IEC 17025-2005. This will ultimately save you money by reducing the potential cost of additional audits and retesting non-compliant services for customers. You will also learn how to create or improve your lab's quality manual to become compliant with this standard, and improve record-keeping and reporting to advance major areas of customer service.

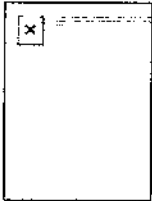
Session Highlights

- History and outline of ISO/IEC 17025 standard
- The intent of this standard
- Common non-conforming sections
 - Document control
 - Subcontracting tests and calibrations
 - Corrective action
 - Internal audits and management review
 - Personnel
 - Equipment, calibration and traceability
 - Reporting
- Tips on writing a quality manual
- Summary and conclusions



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About Our Speaker



Dr. Daniel Davidson is an experienced consulting advisor, market and technical researcher in the field of engineering plastics and composites for the past 20+ years, focused on experience with resin producers, processors, additive suppliers and plastic compounders. He has lived and traveled extensively in Asia: working with t..... [\[Know More\]](#)

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McCarthy, Kevin

From: Morrow, Eileen <Eileen.Morrow@alleghenycourts.us>
Sent: Friday, December 08, 2017 9:07 AM
To: Aaron Lauth, Chief of Police/Mt. Lebanon; Beadnell, Amelia J.; Kroll, Amy; Marbury, Annie; Asturi, Joseph; Bobby Juip, Western CJAB Specialist; Brian D. Helfrich, Dist. Dir., PA Board of Probation and Parole; Carlino, Russell; Cashman, David Administrative Judge; Coleman J. McDonough, Superintendent; Englert, Colleen L.; Connors, Chris; Dean, Janice; Howsie, Elliot C.; Dalton, Erin; Gary W. Anderson, Chief of Police/McCandless (Retired) - CJAB member emeritus; Hayes, Wendy; Pellegrini, Heather; Liptak, Jennifer M.; John Rago, CJAB Facilitator; Karen Hacker, M.D., M.P.H., Dir. Alleg. Co. Health Dept.; Williams, Karl E.; Kelly, Linda; Warren, Latoya; Delaney, Laura; Laurie Dierker, Asst., Mayor, City of Pittsburgh; Laurie MacDonald, Pres./CEO Center for Victims; Leasure, Sandy; Linda Barone, Commander, Pgh. Police Dept.; Manning, Jeffrey President Judge; Cherna, Marc; Matthew Brown, Chief, Emergency Services; McCaffrey, Tom; McDaniel, Donna Jo Judge; Ashbaugh, Meghan; McGeever, Michael J.; Morrow, Eileen; Mullen, William P. Sheriff; Harper, Orlando L.; Spangler, Rebecca; Fitzgerald, Rich; King, Richard George; Robert W. McNeilly, Pres. of Alleg. Co. Chiefs of Police Assoc.; Scherer, Frank; Scott Schubert, Interim Asst. Chief of Police/Pittsburgh; Shea, Lorna; Dietz, Sonya; Zappala, Stephen; Todd Bogdanovich, Asst. to K. Hacker/Dir. of Alleg. Co. Health Dept.; Tracey Provident, Center for Victims; Jenkins, Turahn; Wendell Hissrich, Director of Public Safety; McKain, William D.; William Peduto, Mayor of Pittsburgh
Subject: CJAB Meeting Notice Announcement
Attachments: Notes of Meeting 9-29-17.docx

The following message is being sent at the request of John Rago, CJAB Facilitator. Notes from the Sept. 29, 2017 CJAB meeting are attached.

Dear Members:

Please note for your calendars that our next Regularly Scheduled CJAB Meeting will be held on:

Friday, January 12, 2018
12:00 to 1:00 p.m.
Frick Building, 3rd Fl., - Court Admin. Offices

You are invited to submit items for discussion, announcements, and old or new business. Please forward these items to me and I will place them on the 1/12 Agenda.

If you have any questions, I am most easily reached at this e-address - jaaer@aol.com.

I will send out a final meeting notice/reminder and our Agenda on or around January 5, 2018.

Thank you . . .

John
John T. Rago
CJAB Facilitator

John T. Rago

Associate Professor of Law
Duquesne University School of Law
600 Forbes Avenue
Pittsburgh, Pennsylvania 15282
ragoj@duq.edu
jaaer@aol.com (prefd. contact)
412 396-6183 (office)
412 225-1627 (cell)

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John
John T. Rago
CJAB Facilitator

John T. Rago

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Duquesne University School of Law
600 Forbes Avenue
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ragoj@duq.edu
jaaer@aol.com (prefd. contact)
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From: Morrow, Eileen <Eileen.Morrow@alleghenycourts.us>
Sent: Friday, December 08, 2017 9:07 AM
To: Aaron Lauth, Chief of Police/Mt. Lebanon; Beadnell, Amelia J.; Kroll, Amy; Marbury, Annie; Asturi, Joseph; Bobby Juip, Western CJAB Specialist; Brian D. Helfrich, Dist. Dir., PA Board of Probation and Parole; Carlino, Russell; Cashman, David Administrative Judge; Coleman J. McDonough, Superintendent; Englert, Colleen L.; Connors, Chris; Dean, Janice; Howsie, Elliot C.; Dalton, Erin; Gary W. Anderson, Chief of Police/McCandless (Retired) - CJAB member emeritus; Hayes, Wendy; Pellegrini, Heather; Liptak, Jennifer M.; John Rago, CJAB Facilitator; Karen Hacker, M.D., M.P.H., Dir. Alleg. Co. Health Dept.; Williams, Karl E.; Kelly, Linda; Warren, Latoya; Delaney, Laura; Laurie Dierker, Asst. Mayor, City of Pittsburgh; Laurie MacDonald, Pres./CEO Center for Victims; Leasure, Sandy; Linda Barone, Commander, Pgh. Police Dept.; Manning, Jeffrey President Judge; Cherna, Marc; Matthew Brown, Chief, Emergency Services; McCaffrey, Tom; McDaniel, Donna Jo Judge; Ashbaugh, Meghan; McGeever, Michael J.; Morrow, Eileen; Mullen, William P. Sheriff; Harper, Orlando L.; Spangler, Rebecca; Fitzgerald, Rich; King, Richard George; Robert W. McNeilly, Pres. of Alleg. Co. Chiefs of Police Assoc.; Scherer, Frank; Scott Schubert, Interim Asst. Chief of Police/Pittsburgh; Shea, Lorna; Dietz, Sonya; Zappala, Stephen; Todd Bogdanovich, Asst. to K. Hacker/Dir. of Alleg. Co. Health Dept.; Tracey Provident, Center for Victims; Jenkins, Turahn; Wendell Hissrich, Director of Public Safety; McKain, William D.; William Peduto, Mayor of Pittsburgh
Subject: CJAB Meeting Notice Announcement
Attachments: Notes of Meeting 9-29-17.docx

The following message is being sent at the request of John Rago, CJAB Facilitator. Notes from the Sept. 29, 2017 CJAB meeting are attached.

Dear Members:

Please note for your calendars that our next Regularly Scheduled CJAB Meeting will be held on:

Friday, January 12, 2018
12:00 to 1:00 p.m.
Frick Building, 3rd Fl., - Court Admin. Offices

You are invited to submit items for discussion, announcements, and old or new business. Please forward these items to me and I will place them on the 1/12 Agenda.

If you have any questions, I am most easily reached at this e-address - jaaer@aol.com.

I will send out a final meeting notice/reminder and our Agenda on or around January 5, 2018.

Thank you . . .

John
John T. Rago
CJAB Facilitator

John T. Rago

Associate Professor of Law
Duquesne University School of Law
600 Forbes Avenue
Pittsburgh, Pennsylvania 15282
ragoj@duq.edu
jaaer@aol.com (prefd. contact)
412 396-6183 (office)
412 225-1627 (cell)

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McCarthy, Kevin

From: Margaret Re <Margaret.Re@iplegalconf.com>
Sent: Friday, December 08, 2017 9:27 AM
To: Zappala, Stephen
Subject: Counsel from Conair, JC Penney, JPMorgan Chase, Microsoft address IP Summit | Agenda available

Hello Stephen

I'm writing because the agenda has just been published for the **10th Annual Corporate IP Counsel Forum**, taking place March 14-15, 2018 in New York, NY. Each year, Counsel and IP thought leaders meet at the Forum to discuss the key patent, copyright, and trade secret issues impacting IP strategy.

We are proud to welcome **Hon. Paul Michel**, Chief Circuit Judge (Ret.) of the U.S. Court of Appeals for the Federal Circuit to deliver the Keynote Address, and **USPTO** Deputy Commissioner for International Patent Cooperation Mark Powell, and **U.S. Copyright Office** General Counsel and Associate Register of Copyrights Sarang Damle to deliver the 2018 Federal Address.

[Download the printable agenda here](#) or [view the online agenda](#).

Best regards,

Margaret Re
Educational Director
World Congress (WC Research, Inc)
Office: 781-939-2468
Email: margaret.re@worldcongress.com

PS: Take \$200 off your registration*

Use promo code FRIDAY and [register](#) by Wednesday, December 13, 2018.

*May not be combined with any other offer.

The 10th Annual Corporate IP Counsel Forum

March 14-15, 2018 | Sheraton New York Times Square Hotel | New York, NY

<http://www.worldcongress.com/IPcounsel>

Confirmed speaking faculty includes:
(as of 12/6/2017)

Mark Beloborodov, IP Portfolio & Counseling Manager
ROYAL PHILIPS, N.V.

Meenakshy Chakravorty, Senior IP Counsel
PHILIPS LIGHTING

Jennifer Chung, Assistant General Counsel
TIME, INC.

Lawrence Cruz, Chief Patent Counsel
CONAIR CORPORATION

Michael Falk, Chief Operating Officer and General Counsel
WISCONSIN ALUMNI RESEARCH FOUNDATION (WARF)

Maximin Gourey, IP and European Innovation Manager
DS SMITH

Bill Hayden, Senior Attorney
MICROSOFT CORPORATION

Jim Howard, Vice President, Associate General Counsel
THE CLEARING HOUSE PAYMENT COMPANY LLC
Associate General Counsel, **ASKELADDEN LLC**

Milan Jovanovic, Vice President and Assistant General Counsel
JPMORGAN CHASE & CO.

Jeffrey Kaufman, Open Source IP Counsel
REDHAT

Albert Keyack. Attaché to the United States
EUROPEAN PATENT OFFICE

Sophia Lee, General Counsel
IEX GROUP, INC.

Diane Lettelleir, Senior Managing Counsel
JC PENNEY CORPORATION

Charles Macedo, Partner
AMSTER, ROTHSTEIN & EBENSTEIN LLP

Joseph McNamara, Intellectual Property Counsel
NASDAQ, INC.

Richard Zemsky, Chief Operating Officer
NEUROVATION LABS

More faculty will be announced in the coming weeks.

The 10th Annual Corporate IP Counsel Forum

March 14-15, 2018 | Sheraton New York Times Square Hotel | New York, NY
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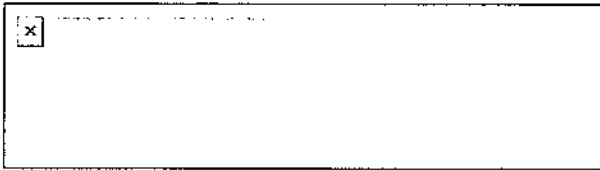
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McCarthy, Kevin

From: PM, OBS DA Letters <RA-OBSDALetter@pa.gov>
Sent: Friday, December 08, 2017 9:34 AM
To: Delaney, Laura;Gettings, Lynn;Zappala, Stephen
Subject: DA - RE: Inmate Name: WILFORD BERNARD - Parole #: 223BM - Inmate #: MQ8679
Attachments: 0w2vIr5deq2.pdf

Please see the attached documentation for the indictment numbers for which input is requested.



RE: Inmate Name: WILFORD BERNARD
Parole #: 223BM
Inmate #: MQ8679

If you are the original recipient of this e-mail you should respond by using the reply button. If you are not the original recipient, you will need to forward the email and paste RA-OBSDALetter@pa.gov into the address line.

Please check the appropriate response.

From: _____
District Attorney

Date: _____

**IF YOU ARE NOT THE PROSECUTING ATTORNEY,
PLEASE FORWARD TO THE APPROPRIATE PERSON.**

I have reviewed your letter requesting my recommendation for the parole of the above-named inmate. Please be advised that I (was____) (was not____) the district attorney in this case. Please note the following:

☐ I recommend that the defendant be released upon the expiration of the minimum sentence.

☐ I recommend that the defendant be released upon the expiration of the minimum sentence, provided that the inmate: has successfully completed the prescribed program plan; and, has demonstrated satisfactory adjustment while incarcerated, as evidenced by a favorable recommendation of the Pennsylvania Department of Corrections.

☐ I have no recommendation at this time. I defer to the Board of Probation and Parole in the exercise of its discretion.

☐ I recommend that the defendant be refused parole at this time. (Comments may be added below or attach separate letter.)

☐ I recommend that the defendant be refused parole and that he remain incarcerated until the expiration of the maximum sentence. (Comments may be added below or attach separate letter.)

Please enter comments below and type signature to indicate who completed.

Comments:

District Attorney's Signature

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McCarthy, Kevin

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Sent: Friday, December 08, 2017 9:34 AM
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Please enter comments below and type signature to indicate who completed.

Comments:

District Attorney's Signature

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McCarthy, Kevin

From: Institute for Family Studies <info@ifstudies.org@mail54.atl31.mcdlv.net> on behalf of
Institute for Family Studies <info@ifstudies.org>
Sent: Friday, December 08, 2017 10:03 AM
To: Zappala, Stephen
Subject: Teen cell phone use and family processes, single dads, and other Family Studies articles

[View this email in your browser.](#)



This Week on Family-Studies

Laurie DeRose weighed in on the current debate over whether the increase in social media use is driving a dramatic rise in self-harm among adolescent girls, and Alysse ElHage shared five facts about today's single fathers. Law professors June Carbone and Naomi Cahn responded to a recent *Politico* article on Red and Blue families by W. Bradford Wilcox and Vijay Menon. Finally, Ashley McGuire explored whether more family dinners might be the key to reducing picky eating problems in children.



Cell Phones & Family Processes

by Laurie DeRose

Is social media use the main culprit behind recent
dramatic increases in self-harm among adolescent girls?

The family and social relationships that contextualize screen use may matter more than the screens themselves.



Updating Red v. Blue Families

by June Carbone & Naomi Cahn

The test of Red and Blue systems should not be how well they work for those who are already successful, or how each group votes. The true test should be the effectiveness of state policies on the well-being of all children.



Today's Single Fathers

by Alysse ElHage

More single-parent homes are headed by single dads today than 10 years ago, according to a recent report from the U.S. Census Bureau. So who are these men and how do their families differ from single-mother families?



Picky Eating and Family Dinners

by Ashley McGuire

About 1 in 5 kids today fall into the category of a picky eater. Perhaps finding more ways to increase family or community meals could help solve picky eating habits.



IFS Around the Web

A *Romper* article on the benefits of "daddy-daughter dates" highlighted a popular *Family Studies* article on fathers and daughters by Linda Nielsen. And a recent CNBC report, "Women are better educated than their husbands, but men still earn more," cited research by IFS research director, Wendy Wang.



What Kids Want at Christmas

by Rhonda Kruse Nordin

We pore over our children's Christmas lists, yet often forget what they want most: a happy, lasting marriage for their mom and dad, especially if they have reason to suspect it's missing.

[From the Archives]

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McCarthy, Kevin

From: Cybergenetics <ria@cybgen.com>
Sent: Friday, December 08, 2017 10:19 AM
To: Zappala, Stephen
Subject: Cybergenetics is a Pittsburgh Business Times innovation winner



TrueAllele® Technology

Cybergenetics wins Business Times Forensic Innovation Award



Cybergenetics won the Pittsburgh Business Times Innovation Award for Forensic Science. Drs. Mark Perlin and Ria David accepted the award for the company.

Cybergenetics posted Dr. Perlin's acceptance speech. The doctor thanked the Business Times and described DNA mixtures. He told how TrueAllele has been used across the country, and for violent crimes in Allegheny County, "rescuing untapped DNA evidence for convictions and acquittals."

Perlin concluded, "Cops and kids are killed in our county by gun toting criminals. A powerful DNA database could help prevent these murders. Through DNA, TrueAllele can connect guns used in crime. Computers can catch shooters before they kill again. We hope our innovation will help cut the killing in our county."

CBS 48 Hours this Saturday Guilty Until Proven Innocent

Darryl Pinkins spent 24 years in prison, wrongfully convicted of a rape he did not commit. Codefendant Roosevelt Glenn served 17 wrongful years. The DNA evidence that would one day prove their innocence was improperly interpreted.

Fifteen years later, TrueAllele found the truth in that DNA, and exonerated Pinkins and Glenn. Today these men are free, their reputations clear.

Saturday, December 9 at 10 pm (ET/PT), CBS broadcasts an updated encore of "Guilty Until Proven Innocent."

Maureen Maher and 48 Hours investigate the evidence against Pinkins and Glenn, and how TrueAllele changed their fates forever. The show asks how two men can be convicted of a crime when excluded by DNA.



Cybergenetics

info@cybgen.com
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www.cybgen.com

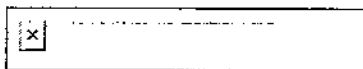
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McCarthy, Kevin

From: announcements@legend-financial.com on behalf of Legend Financial Advisors, Inc.
<announcements@legend-financial.com>
Sent: Friday, December 08, 2017 11:27 AM
To: Zappala, Stephen
Subject: Listen To Legend's Diane Pearson's Interview On The Empress Of Biz Radio Show

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ON THE EMPRESS OF BIZ RADIO SHOW**

Diane Pearson, CFP®, PPC™, CDFA®, of Legend Financial Advisors, Inc.® recently interviewed on The Empress of Biz Radio Show hosted by Mr. R. Forrester discussing "Divorce Settlements and Protecting Your Assets – Know Your Options!". To listen, please visit: <http://legend-financial.com/radiointerviews>.

Diane Pearson is a winner of over 10 major national "Best Advisor" type awards and is a Wealth Advisor and Shareholder of Legend Financial Advisors, Inc.®

For more information, please contact Legend's Director of Marketing, Chris Zappala at (412) 635-9210 or via E-mail at legend@legend-financial.com. To learn additional information about Legend Financial Advisors, Inc.® please visit www.legacy-financial.com.

Empress
OF BIZ



LISTEN!
LEARN!
PROSPER!

On-Demand Radio Interview

FEATURED GUEST:



Diane Pearson, CFP®, PPC™, CD
Wealth Advisor and Shareholder
Legend Financial Advisors, Inc.†

[Diane's Biography](#)

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From: CLE Director, Rossdale CLE <Notifications@TheRossdaleGroup.com>
Sent: Friday, December 08, 2017 11:25 AM
To: Zappala, Stephen
Subject: Mastering Drone & Unmanned Aircraft Systems Regulation CLE - Final Chance for \$50 Discount

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Mastering Drone & Unmanned Aircraft Systems Regulation CLE

Wednesday, Dec. 27, Noon - 1:30 PM

90-Minute Live Telephonic Seminar

Registration includes access to complete course & reference material

Click to Learn More: Final Chance for \$50 Discount

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The huge expansion in both commercial and recreational uses of unmanned aircraft systems or drones across the nation and globally has led to a significant need for attorneys proficient in the cutting-edge use of related legal and regulatory issues. The laws vary greatly and have been in flux with the proliferation of clients ranging from Fortune 500 companies, governments, to small businesses and private individuals seeking to take advantage of this growing technology. The faculty for this seminar features several leading authorities on the subject. This comprehensive program on drone law and regulation will introduce you to the most relevant issues and practical solutions, including developing a drone law practice, the latest federal regulations, cutting-edge state laws on drones, legal issues relating to privacy & security, as well as air rights property law. The faculty will also cover the changes and progress on the latest legal developments and future regulations. Registration includes online access to course and reference materials that serve as a helpful guide to the numerous topics and techniques discussed in the program.

Key Agenda Points [View Complete Agenda](#)

- Growing Your Unmanned Aircraft Systems Law Practice
- Federal Aviation Administration's Latest Changes affecting Drone Regulations

- Successfully Handling Enforcement Actions
- Effectively Understanding Commercial Drone Laws
- Use of Unmanned Aircraft Systems for Surveillance
- Legal Issues relating to Privacy & Security
- Best Practices on Air Rights Property Law
- Cutting-Edge State Laws on Drones
- Compliance & Avoidance Strategies
- Advising Clients on use of Unmanned Aircraft Systems
- Interactive Question & Answer Session

Faculty Detailed Faculty Information

- **John P. Fry**, Partner at Morris, Manning, & Martin LLP
- **Robert Ellis**, Partner at Hennis Rothstein Ellis LLP

Credit Detailed CLE Credit Information

- **CLE ACCREDITATION:** Rossdale CLE is a national leader in attorney education and has trained thousands of attorneys, paralegals, and other legal professionals. CLE & MCLE credit, including ethics credit, is available in states and jurisdictions across the country. Visit the seminar webpage to learn more about CLE & MCLE credit for the program.

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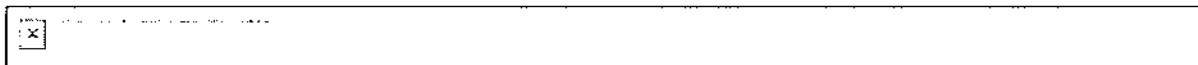


McCarthy, Kevin

From: PLI <admin@info.pli.edu>
Sent: Friday, December 08, 2017 12:05 PM
To: Zappala, Stephen
Subject: PA Group 3, Your Deadline Is Near!

If you are unable to see the message below, [click here to view](#).

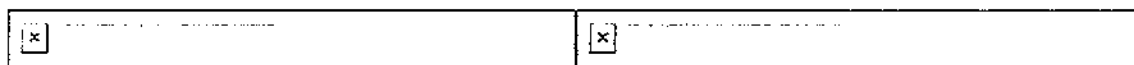
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Pennsylvania attorneys in Compliance Group 3 must complete their CLE requirements by December 31, 2017.

If you are an attorney in **Group 3, December 31, 2017 at 11:59 PM ET** is the completion deadline for your annual compliance period. Attorneys must complete **12 total hours** of CLE credits, including at least **2 hours** approved for ethics credit. Up to **6 of these credits** may be earned through distance learning, such as PLI's Live Webcast and On-Demand programs. Pennsylvania attorneys can verify their compliance group and deadline with **[The Supreme Court of Pennsylvania CLE Board](#)**.

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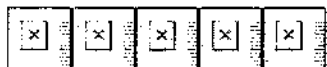
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McCarthy, Kevin

From: HR Daily Advisor <HRDailyAdvisor@e.nl.blr-news.com>
Sent: Friday, December 08, 2017 1:44 PM
To: Zappala, Stephen
Subject: 6 keys to an effective compliance training program

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6 Elements of Effective Compliance Training: What Moves the Needle

The foundation of any effective compliance training program begins with 6 essential elements. This free paper outlines these 6 components and explores how each one contributes to a mature and effective culture of compliance.

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How can managers and employees excel at giving (and getting) feedback?

Giving constructive feedback can be a challenge for managers and employees alike – and for many employees, giving upward feedback can be downright scary. Here is a new feedback toolkit with practical tips and templates to help managers and employees build open, honest working relationships.

[Download the Toolkit](#)



Free Report: Comp 101: A beginner's guide to comp management

A tight talent market means organizations are focusing more than ever on strategies to retain and hire top employees. Unfortunately, putting together a strong compensation plan is no easy task. Not to worry; this ebook is here to help. Inside, you'll find all the info you need to build a solid compensation plan, and manage compensation successfully.

Download



This Week's Most Popular Article: Harassment Complaints—Biggest and Costliest HR Mistakes

There's no shortage of reminders these days that harassment is still a major issue for employers. And it's particularly challenging, as we've seen all too often lately in the news, when an executive is a harasser or a company culture implicitly condones or perpetuates sexual harassment or a hostile work environment. So, what can HR managers do?

Read More



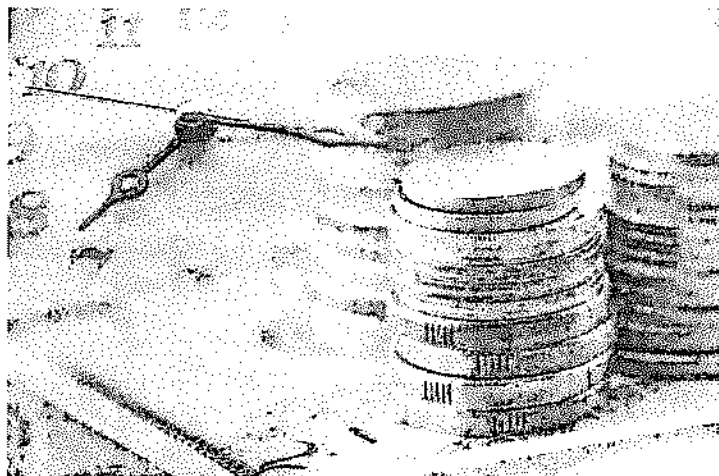
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Giving constructive feedback can be a challenge for managers and employees alike – and for many employees, giving upward feedback can be downright scary. Here is a new feedback toolkit with practical tips and templates to help managers and employees build open, honest working relationships.

Download the Toolkit



HR Challenge Job-Based Pay Methods

What term is used to describe shift, geographic, hazard, and expatriate pay?

- A. Base pay
- B. Incentive pay
- C. Differentials
- D. Allowances
- E. Bonuses



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